

Teach For America Milwaukee 2015-2016

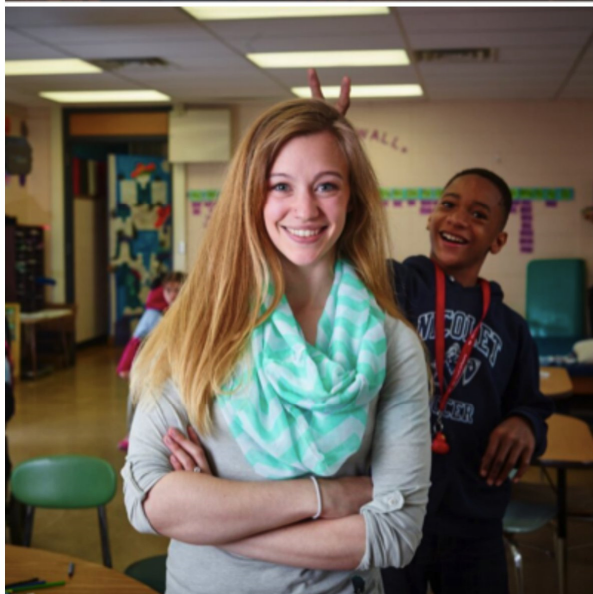
Heart, Hustle, and Humility

Milwaukee Handbook Additions

We want to ensure our corps members can anticipate the expectations and professional development support Teach For America Milwaukee will provide them as they continue their growth in becoming effective teachers and leaders of Milwaukee.

The Contents:

- MTLD Vision and Metrics for CM development (pg. 2)
- Scope and Sequence for two-year development (pg. 3)
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MTLD Vision and Metrics for CM Development

Vision: TFA teachers work to unleash the brilliance of our students as the present and long-term leaders of Milwaukee

Purpose: Our team's goals are to strive to help you become the best versions of yourselves in all areas of work. We believe that every corps member has the potential to be an incredible educator, colleague, and collaborator en route to becoming incredible people and leaders in Milwaukee ed. and beyond. We believe the same is and should be possible for all students. Our region's ability to teach and train for Culturally Responsive Teaching will continue to develop so that you can support your students' learning on a rigorous level relative to their realities. **Classroom cultures will be built from the personal and meaningful relationships you form with students. In order for classrooms to meet full potentials, students need to believe that you are invested in them as people and their futures.**

While the region and stakeholders, including your school leaders and graduate school partners, are here to support your growth and development, we believe that the benefactors to your development and growth are the students that have put their trust and futures in your hands. We believe that working collaboratively together with you will help build the necessary mindsets to develop the skills, beliefs, and capacities necessary to push your students to eclipse their individual potentials.

Long after Teach For America, the students will be the ones that lead Milwaukee in the immediate and long-term future.

Metrics for Corps Member Development Towards the Vision:

Engagement with Rigorous Content

Purpose: Corps member development through coaching and professional development will raise your ability to challenge your students past factual, recall, or procedural learning. The ability to be high on engagement with rigorous content means that you know when and how to motivate and challenge students to analyze, apply, explain, evaluate, synthesize, and create. **As a region, we will continue to seek ways to develop our abilities to make Culturally Responsive Teaching the norm for all of our classrooms, and we think this will be a powerful year for learning with and alongside you all this year.**

Goal: As a region, 80% of our classrooms will know how and when to appropriately challenge students at the level of analysis, application, and explanation

- All classrooms will regularly be at or above factual, recall, and procedural learning
- At least 25% of our 2nd year classrooms will consistently challenge students at an evaluative, synthesis, and creation

Spectrum of ERC:

← Not challenged; no learning – Passive, or confused – Factual, recall, procedural – Analysis, application, explaining – Evaluation, synthesis, creation →

Culture of Achievement

Purpose: In order for impactful learning to happen, students need to feel not only safe but also cared about and invested in classroom goals and each another. **Safe classrooms that are goal driven and are built upon strong teacher-student relationships will help our region achieve our mission of preparing students to be the present and long-term leaders of Milwaukee. Corps members will receive support to create the visions and investment strategies necessary to build the relationships with students for long-term impact.**

Goal: Given the experience of corps members in building classroom culture and investment, we have developed two separate goals.

- Of 1st year classroom, 80% will have student consistently "Focused and On-Task" or above
- Of 2nd year classrooms, 80% will have students consistently "Interested and Hard-Working" or above

Spectrum of COA:

← Destructive – Apathetic or unruly – Compliant and on-task – Interested and hard-working – Passionate, urgent, joyful →

Locus of Control

Purpose: In order to be a transformative teacher, corps members reflect on students' backgrounds to help inform their teaching. Locus of control also encourages corps members to reflect on feedback we've received, determine how it can improve our practice, and act with an outcomes-oriented mindset. Through coaching, corps members will be pushed to reflect on what is in the individual corps member's control or influence that can arrive at action-oriented outcomes.

Goal: Given the experience of corps members in building classroom culture and investment, we have developed two separate goals.

- Of 1st year corps members, all individuals will demonstrate that they are at least developing strong action-oriented mindsets
- Of 2nd year corps members, all individuals will demonstrate that they consistently act with strong action-oriented mindsets

Spectrum of LOC:

← Lack of Accountability – Struggles to Develop – Developing the mindset – Often acts with the mindset – Possesses the mindset →

Scope and Sequence

Purpose: You deserve to know how you'll be developed during your corps commitment! The thought process behind this calendar balanced urgency, best practices, and capacity. Because we don't expect you to be master teachers by the end of each all corps, this calendar outlines an evolution of mindset and skill development over a two-year span. Please see subsequent pages for explanation of tracks and content.

	Kick Off	September ACM	November ACM AmeriCorps Service Event!	January ACM	March ACM	May ACM	Summer
2015 CMs	Vision Drafting Trackers – Formative Data and Practice Creating a Culture of Achievement (COA) Lesson Plan Basics Personal and Organizational Identity	The Role of an Educator Unit Planning Basics COA: Building Relationships with Students and Families COA: Refining the Vision	Unit Planning Formative Data – Informing Instruction Community Outreach COA: Focusing on Student Relationships COA: Using Data to Invest Students	Using Data to Differentiate Instruction for Student Needs Culturally Responsive Teaching COA: Reinvesting into the Vision Specific planning and execution workshops based on CM needs	Increasing and Scaffolding Rigor in Planning and Execution COA: Student Advocacy COA: Meeting the Vision Continuation of January ACM topics	Year in Review Reflect on Vision and Corps Impact Reflect on Classroom Lessons for Next Year	Mid-Summer Conversations JDP
2014 CMs	Share Your Knowledge and Experience	Good to Great (G2G) – En Route to Sue Lehmann Unit Planning Basics – Tracking and Assessments Culture of Achievement (COA): Defining Visions COA: Classroom Community and Family Outreach	G2G – Fine Tuning Planning and Execution G2G – Leading as a Teacher COA: Trackers: Data and Purpose COA: Student Investment Alumnihood –Leadership Series: Investing in MKE and Ed.	G2G – Showcase and Share Our Strategies G2G – Leading as a School Administrator Increasing and Scaffolding Rigor in Planning and Execution Culturally Responsive Teaching COA: Reinvesting into the Vision Alumnihood –Leadership Series: Investing in MKE and Ed.	G2G – Investing Students into Their City COA: Meeting the Vision Alumnihood – Resumes, Interviews, LEE, Leadership Series Continuation of January ACM topics	Year in Review Reflect on Vision and Corps Impact Corps Commitment Impact on MKE and TFA	
DEP Session Themes		History and Present Realities	Identity	Community and Organizing	Leadership		

All-Corps Meetings (ACM) – TFA Professional Development Saturdays

Purpose: These dates are meticulously planned to ensure Teach For America meets our commitments to provide the necessary workshops and opportunities for you to develop as effective educators and professionals. We believe that through these professional developments, you are given the chance to learn strategies and hear from community experts to become the best version of yourselves for your students.

Built from the topics in the scope and sequence, we will continue to have Choice sessions that will encourage corps members to attend sessions that best matches their needs. In addition, our “Diversity, Equity, and Power” sessions will continue. These sessions focus on developing teachers’ consciousness of how perceptions of race and power affect our students’ realities and can influence our teaching and roles in the classroom and community. These sessions will continue to develop our region’s ability to teach with cultural relevancy.

Given the data from last year’s ACMs, we believe we will continue to improve and offer corps members professional development that is thought-provoking, increases classroom effectiveness, and helps individuals become even stronger community members and leaders:

2014-2015	September	November	January	March	May
Choice Sessions	6.12	5.86	6.31	6.11	Did not host an ACM opportunity in 2014-2015 – surveying of 2014 CMs encouraged us to offer one in 2015-2016
DEP	5.03	4.91	5.70	5.88	
Logistics	Not tracked	Not tracked	5.70	6.11	

**Scale is on a 1-7 range (Strongly Disagree, Disagree, Somewhat Disagree, Neutral, Somewhat Agree, Agree, Strongly Agree)*

ACMs will continue to take place on Saturdays from around 9am to 4pm, and as always, we appreciate the time commitment and investment in development. With the scope and sequence, you know what to expect in training and can make requests and recommendations for specific strategies and needs within these topics of development.

In addition to learning and improving, ACMs are the opportune time to reconnect and unite as one corps! Talk to someone you haven’t seen in a month! Have breakfast with a staff member! Learn from a colleague in the other corps years! The possibilities are endless!

This information is shared with school leaders, graduate school partners, and community leaders so they may understand the depth of your development and commitment to improvement!

The Work Behind the Scenes: MTLDs take over a month to plan the outcomes, sessions, outreach, and logistics to make this happen all the while of coaching and supporting corps members! *You are welcome to provide specific outcomes you would like to learn within the topics above, recommend guests to host sessions, or ask to be a session leader yourself.*

Attendance: Corps members are expected to attend all dates noted below. Corps members are excused from one all corps professional development per academic year with advanced notice to their MTLD. All stakeholders are invested in your growth as a teacher and professional as well as the classroom outcomes for your students because of your development. We assume all absences are due to family situations or events given that these All-Corps dates have been made known far in advance.

Date	Location
September 26 th	Tenor High School
November 21 st	George Washington Carver Academy
January 9 th	Carmen School of Science and Technology – South Campus
March 12 th	St. Anthony Middle School
May 14 th	Washington High School of Information Technology



